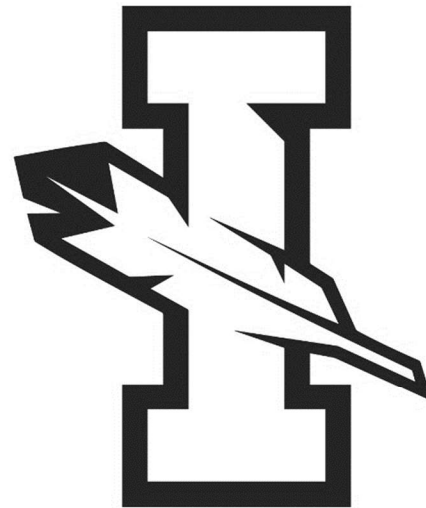

FY 2023

President's Year-End Review

**2023-2027 A Path To
Institutional Excellence**

**Dr. Jay Allen
President**



**Achievement of Goals
Submitted to the
Board of Trustees**
June 12, 2023

ITAWAMBA
C O M M U N I T Y C O L L E G E

Itawamba Community College

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President's Accomplishments Summary

As Itawamba Community College nears its 75th anniversary, we take time to reflect on 2022-23, the latest in our history...one that is in a different time, but with so many similarities.

I don't think that those who organized Itawamba Junior College as an extension of Itawamba Agricultural High School, which opened its doors on September 19, 1921, situated on what was once a cotton and corn field on a 100-acre parcel of land purchased for \$4,000, would be surprised at the Itawamba Community College of today.

They established IJC to give hope for a better future to those who had little at that time. Today, Itawamba Community College continues to provide an unparalleled educational foundation for students to transfer to a university or to enter the workforce...and hope for tomorrow.

It is my pleasure to continue to be an ambassador for ICC, cultivating relationships, both internally and externally, with groups, individuals and our business and industry partners; serving on boards, attending various councils, committees and community events; and speaking throughout our state and region and beyond.

As your representative and in my role as chair of the Mississippi Association of Community College Presidents, I have spent countless hours in Jackson working for the betterment of all our 15 two-year institutions. Also, my role as board member of the American Association of Community Colleges continues to allow ICC a seat at the national table of community colleges. This interaction with our peers, who have a special mission of providing education and skills, will enable us all to reach new heights in our service because we learn from each other and together, we achieve more.

It is my pleasure to share with you this President's Year-End Review, which highlights each division's impact on Itawamba Community College. Engagement opportunities continue to increase, providing activities for students at all three of the College's locations. This year, we have transitioned to Schools of Academics to enable our students to connect better with their selected field of study as well as with their cohorts in the same area. ICC has launched a partnership with TimelyCare to provide healthcare options, including mental health, for full-time faculty and staff and those enrolled at the college. We have expanded our orientation sessions calendar for more personal service to our incoming freshmen, and we have launched a new STEM initiative for students to explore the careers of tomorrow. And, ICC has opened the state-of-the-art 246-bed Magnolia (Honors) Hall and broken ground on a 6,000-square-foot softball and tennis complex that will be the BEST anywhere.

As we celebrate our 75th year, we reflect on how far ICC has progressed from our meager beginnings to three locations, 200-plus acres and 1,414,873 square feet. Itawamba Community College continues to be about changing lives and changing futures for those of all ages, many of whom are first generation students. For all that we do, we are grateful to all members of our ICC family, because it truly takes a village. And...we look forward to "the BEST that is yet to come!"

Accomplishment Highlights By Division

Alumni and Foundation/Advancement – Michael Upton, Director

Alumni

- Alumni Association has **794** members.
- Honored **C.K. “Dick” White** as the 2022 Alumnus of the Year.
- Honored Mississippi Rep. **Donnie Bell** with the 2022 ICC Distinguished Service Award.
- Inducted **Marty Cooper** and **David Duke** as the 2022 members of the ICC Athletic Hall of Fame.
- Assisted Community Relations with the video interview project for ICC’s 75th anniversary.
- Spoke to groups at ICC about the Alumni and Foundation office.
- Supported Athletics and the Sports Information Department with various activities, including Mississippi Community College Sports Hall of Fame nominations and broadcasting of multiple ICC sports.
- Publishing *Connection*, the Alumni and Foundation magazine.

Foundation

- Total funds raised - **\$897,837** – **128%** increase
- Endowment funds raised - **\$655,775** – **249%** increase
- Total endowment value on January 31, 2023 - **\$10,937,889**
- Received second largest gift in the ICC Foundation, Inc. history from the estate of **Jon Andrew Hendricks**.
- Grew partnership with the **North Mississippi Medical Center** to increase private support for Breast Cancer Awareness Pink Out events for select ICC athletic teams.
- Increased annual support from **Cadence Bank** for Career Pathway Program students.
- New Endowments Established
 - **ICC Alumni Association Career Education** Endowed Scholarship
 - **Dorothy W. Blackwell** Endowment
 - **Carson Family** Endowment
 - **K.C. Cooper Memorial** Endowed Scholarship
 - **Jim Fagan** Endowed Scholarship
 - **Jon Andrew Hendricks** Endowment
 - **M-OADN** Endowed Nursing Scholarship
 - **H.M. Richards** Endowed Scholarship
 - **Wayne A. Whipple** Endowed Scholarship
- Awarded **139** scholarships for Fall 2022 and Spring 2023 semesters – **11%** increase.
- **\$154,052** in scholarship support for students – **16%** increase.

- New annual scholarships awarded in Fall 2022/Spring 2023
 - **Michael D. Bowens** Annual Scholarship
 - **K.C. Cooper Memorial** Endowed Scholarship
 - **W.B. “Bruce” and Peggy Davis** Endowed Scholarship (second scholarship)
 - **Gilmore Foundation Healthcare** Endowed Scholarship
 - **Guyton-Dzikielewski Education** Endowed Scholarship
 - **Eli Kent Memorial** Annual Scholarship
 - **ICC Fulton Campus Faculty and Staff Association** Annual Scholarship
 - **Kermit and Mary Anna McFerrin Memorial** Endowed Scholarship
 - **PryorMorrow** Endowed Scholarship
 - **Johnathan D. Shelton and Jason Lee Shelton** Annual Scholarship

Alumni Association Officers and Directors – 2022-23

President – John Lee Lyles

President-elect – Joey Cox

Secretary/Treasurer – Donna Thomas

Immediate Past President – Chuck Howell

Chickasaw County

Stacy Chapman
Bobby Mooneyham

Itawamba County

Dan McCrimon
Dr. Amanda Summers

Lee County

Tammy Harrington
James Osborn

Monroe County

Melba Applewhite
Bunky Goza

Pontotoc County

Walter Chittom
Michelle Sutton

Out-of-District

Jeff Cagle

Permanent Committee

Monica Aldridge
Melba Aron
Norma Kilgore
Karen McFerrin
Noel McWhirter
Rep. Bill Miles
Gary Walker

ICC Foundation, Inc. Board of Directors – 2022-23

Chair – Buddy Montgomery

Vice Chair – Rayburn Parks

Secretary – Mark Burleson

Treasurer – Sandi South

Immediate Past Chair – Jerry Robbins

Members

Ronnie Boozer

Chuck Carson

Tommy Chamblee

Beth Cleveland

Dr. Jason Digby

Juanita Floyd

Ruby Del Harden

Teresa Hooker

Chuck Howell

Ernest Joyner

Paul “Buzzy” Mize Jr.

Jerry A. Reese

Chester “Dick” White

Ex-Officio

Dr. Jay Allen, *ICC President*

Jim Ingram

Sandi South

Michael Upton

Executive Committee

Mark Burleson

Buddy Montgomery

Rayburn Parks

Jerry Robbins

Sandi South

Investment Committee

Hassell Franklin

Ernie Joyner

Buddy Montgomery

Rayburn Parks

Sandi South

Nominating Committee

Ronnie Boozer

Buddy Montgomery

Jerry Robbins

Scholarship Committee

Dr. Jason Digby

Teresa Hooker

Jim Ingram

Michael Upton

BUSINESS SERVICES – Sandi South, Vice President

- **\$1,798,433** was disbursed for Summer Edge with HEERF III ARP Institutional funds for Summer 2022.
- Implemented Positive Pay with **BancorpSouth/Cadence**.
- After research and testing in Banner, it was determined that the bank reconciliation process in Banner is not efficient; therefore, TIS created an Argos report which allows the accounting staff to mark checks as cleared and generate an outstanding check list.
- When the bookkeeper position became vacant, it was upgraded to a Staff Accountant position requiring a bachelor's degree instead of an Associate of Arts degree and performing more detailed accounting functions.
- The Fulton Business office was remodeled during spring break 2022 by removing two cinder block closets therefore making room to add two offices for accountants. The floor was also carpeted.
- Received the 2022 **BankMobile** Disbursements ACE Award, which recognizes partner institutions who disburse more than **90%** of all refunds electronically and promote the refund disbursement program and process so that more than **40%** of all students complete the refund selection process. From January 1, 2022-December 31, 2022, ICC processed **9,788** disbursements through the **BankMobile** Disbursements platform. **93.97%** of those disbursements were delivered electronically.

Grant Awards

- U.S. Department of Education; CARES Act (Coronavirus Aid, Relief, and Economic Security Act) Institutional Funds Awarded: HEERF II **\$5,906,363**; HEERF III **\$6,193,984**.
- Emergency assistance to ICC to be used to cover expenses related to the disruption of college operations due to Coronavirus. Besides PPE, most funds have been spent in Instructional Services.
- U.S. Department of Education; CARES Act (Coronavirus Aid, Relief, and Economic Security Act) Student Emergency Grant Funds Awarded: HEERF II **\$2,209,622**; HEERF III **\$6,871,593**.
- Emergency assistance to eligible students with expenses such as food, housing, course materials, technology, healthcare and childcare.

Telecommunications and Information Services – Allen Coleman, Director

- New high-resolution cameras installed in Pontotoc Hall, Monroe Hall, Magnolia Hall and Student Activities Center on the Fulton Campus and in front of the Academic and Student Center on the Tupelo Campus.
- Deployed Microsoft Surfaces to all full-time faculty and staff.
- Shared document storage has been migrated from local servers to Microsoft SharePoint, reducing storage requirements and increasing functionality and reliability.
- Created a new HR Employment system, which includes job postings, online employment application and hiring committee tasks that will eliminate all paper requirements throughout the employment process.
- Created a website for the 2022 Mississippi Association of Colleges conference that was hosted at ICC's Belden Center.

- Increased intranet bandwidth between all buildings at both the Fulton and Tupelo campuses from 1GB to 10GB.
- Installed new uninterrupted power supplies in network infrastructure closets that can keep equipment powered via battery for 15 to 45 minutes and communicates back to monitoring software that can alert of potential problems.
- Redesigned and migrated to a new Data Center using Microsoft's Azure on-premises solution, including multi-site capability.
- Implemented Microsoft System Center for endpoint and virtualization management.
- Implemented a new highly available Microsoft SQL environment for enterprise applications.

CAREER AND WORKFORCE EDUCATION – Barry Emison, Vice President

The Career and Workforce Education division enjoyed another successful year, serving over **6,800** students and accommodating nearly **7,000** visitors to the Belden Conference Center. The division continued to strengthen business and industry partnerships with more than **500** individual contacts throughout the year. Financially, the division received over **\$6.5M** in revenue generated through training and grants.

Adult Education – Audra Perry, Director

- Total Number of Students Served: **367**
- Measurable Skill Gains (MSGs): **77**
- High School Equivalency (HSE) Completions: **95**
- GED – **55**
- HiSET – **40**
- Total Number of Smart Start Credentials/Completion Certificates: **49** Credentials/**12** Completion Certificates
- High School Equivalency Students Enrolled in ICC Programs/Pathways: **44**
- Increased social media presence and marketing methods to promote programs and services available within ICC's five-county district.
- Opened a new class site. Adult education classes are now offered on the ICC Fulton Campus two evenings each week.
- Adult Education Grants:
 - Adult Education Federal Grant: **\$678,451.11** – Funding for Adult Basic Education instructors, IET instructors, College and Career Navigator and Program Support Specialist who are assisting individuals who are not enrolled in secondary school and are seeking to advance skills in areas such as reading, writing, math, science and social studies or gain necessary skills to enter the local workforce.
 - Adult Education EL Civics Federal Grant: **\$40,361.22** – Funding for adults not enrolled in secondary school to build English speaking, reading, writing and listening skills, as well as learn valuable citizenship skills and other basic living skills to help non-native English speakers improve their work and home lives through improving English language skills.

- Basic Skills: **\$68,214.96** – Funding allocated for WorkKeys® assessment fees and basic skill instructional purposes.
- Dropout Recovery: – Funding to offer supportive services to adult education learners not covered by other grant and project funds and may be used for student needs, such as program tuition, books and supplies not covered by other programs or funding, transportation assistance such as transit tickets for travel to and from classes, daily lunches, commencement expenses, recruiting and promotional items for programs and students, GED® and HiSET® testing fees, practice test fees to assist with ensuring their success in transitioning from Adult Education into postsecondary education and training.

Career Education – Dylan Baldwin, Director

- Automotive Technology program was recredited by the Automotive Service Excellence Foundation in Automobile Service Technology.
- The Career Education Department received a **\$268,000** ARPA grant to use toward the Automotive and Diesel programs as well as marketing for Career Education.
- The Precision Manufacturing and Machining program received a **\$20,000** grant from the Gene Haas Foundation to use toward student scholarships.
- The Emily Loden-Jones scholarship was created to help a deserving Forestry student with tuition costs.
- The Commercial Truck Driving program received a **\$500,000** grant from the Appalachian Regional Commission and **\$1,250,000** from AccelerateMS (ARPA funds) to assist in building a driving range.

Continuing Education and Community Services/Conference Center – Josh Gammill, Director

- Served **1,869** persons.
- **478** in training classes.
- **1,391** with CEUs.
- Generated **\$47,425** in revenue.
- **816** WorkKeys® (CRC) Assessments.

Belden Conference Center

- **167** meetings, classes, conferences and other community events.
- **6,925** attendees.
- Generated **\$56,907** in revenue from room and rental fees.
- Hosted meetings and events for various local and state agencies and organizations, such as Three Rivers Planning and Development District, CREATE, Appalachian Regional Commission (ARC), Community Relations Association, North Mississippi Educational Consortium, North Mississippi Health Services and Community Development Foundation.
- Hosted competitions for Future Farmers of America (FFA) and other organizations.

- Hosted numerous Job and Career Fairs, including a Career Fair for those employees affected by the closure of United Furniture.
- Host site for the annual Mississippi Association of Colleges (MAC) Conference. This conference was attended by representatives from all Mississippi public universities and community colleges.

Early Learning Center – Kayla Newsome, Director

- In October 2022, the new Director of the ICC Early Learning Center was employed from within the College.
- The Early Learning Center employed two students who will graduate from in May 2023 from the ICC Child Development Program.
- Shared the information for the Child Stabilization Grant to both the Tupelo and Fulton centers. The grant was approved in the amount of **\$256,884** (Tupelo), **\$262,800** (Fulton) in Feb. 2022.
- These amounts were divided into 6 payments per center.
- Shared the idea for the child stabilization grant to be used as a reimbursement for what the college has paid to the childcare centers. This plan was executed in October 2022.
- ICC's Early Learning Center took three children who qualified for the Child Care Payment Program, one of which was in the foster care system. Over the course of 4/2022 - 2/2023, the Early Learning Center received **\$7,493.85** for those children, which is more than the standard tuition.
- At the ICC Early Learning Center on the Tupelo Campus, there is a total of **25** children enrolled. There are also **six** practicum students who will graduate in May 2023.
- At the ICC Child Early Learning Center on the Fulton Campus, there is a total of **39** children enrolled between the two classrooms. There are also **two** practicum students who will graduate in May 2023.

WIOA/WIN Job Centers – Brad Gates, Director

ICC's Workforce Innovation and Opportunity Act Team works in partnership with Three Rivers Planning and Development District and provides services in Chickasaw, Itawamba, Lee, Monroe and Pontotoc counties by extension into the communities through local WIN Job Centers. The services provided include Individual Training Account, On-The-Job Training, adult internships, Gateway Youth Services, Career STEP and Adult Education classes.

- On-The-Job Training (OJT) served approximately 131 individuals and 19 companies with approximately **\$206,918** obligated or paid with WIOA funds.
- Individual Training Accounts served **78** participants with **\$138,078** obligated through Mar 15, 2023.
- The Gateway Youth Program is active in all counties in the district. Gateway serves youths aged 16-24 by assisting with the acquisition of essential work skills to increase employability followed by paid work experience. The youth program served **71** participants with **27** companies as worksites.
- Careers in Advanced Manufacturing (CAMT) carried over **32** existing students from 2022 with **27** new students joining the program through March 1, 2023. ICC's WIOA and Mississippi Apprenticeship Program

- (MAP) reimburse up to **\$6,000** per student per year to assist worksites in defraying costs. Twenty-one companies currently serve as worksites. Thirty-eight employers participated in the annual CAMT job fair event.
- Career STEP, contracted through the Three Rivers Planning and Development District, began serving the district in October 2022. Career STEP provides counseling, training financial assistance and supportive services to qualified applicants. This grant is funded by the Mississippi Department of Human Services in the amount of **\$400,000**. The Career STEP Navigator is housed in the Belden WIN Job Center. From October 17, 2022, through March 1, 2023, STEP has served **54** individuals with training or supportive services.
 - WIOA Adult/Dislocated Worker Grant-Federally funded through the Workforce Innovation and Opportunity Act, administered through TRPDD. **\$910, 414**.
 - WIOA Gateway Youth is federally funded in partnership with Three Rivers Planning and Development District in the amount of **\$457,478**.
 - Career STEP is federally funded through the Mississippi Department of Human Services with Three Rivers Planning and Development District serving as the fiscal agent. **\$400,000**

Workforce Training and MEP – Tzer Nan Waters, Director

- Workforce Education collaborated with Toyota to create the **Create Your Future Internship** program by providing the Manufacturing Skills Basic Certificate (MSBC) program to area high school seniors exposing a younger generation to careers in advanced manufacturing. Upon completion of the ICC MSBC program, these students start job rotations at Toyota Manufacturing Mississippi. Since its inception, a total of **75** students from six schools completed the internship compared to **46** prior.
- Workforce Education partnered with Toyota MMC to grow their own pipeline of skills technicians in the company through creating the **Production-to-Skills (P2S)** program. ICC provides a series of technical classes (**450** hours+) to selected employees who have been identified by the company to be developed as an industrial maintenance technician. Since its inception, a total of **15** employees have completed the P2S program.
- Workforce Education collaborated with CREATE Spain Internship to offer **Essential Skills Training (EST)** program to high school students participating in an internship program. The EST program reinforces employability skills necessary to individuals entering the workforce. Upon completion of the ICC EST program, these students start their internships at participating businesses. **Spain Foundation** is the grant resource supporting **Spain Internship**, providing work experiences and exposure to various careers for **23** students from seven schools through **23** employers.
- Career Pathways added the Google IT Support Certificate program, a fully online option for students interested in the IT career field.
- Food Service Pathway added a Fundamentals of Restaurant start-up class as an option for program completers looking to open their own restaurant. The new program covers topics such as creating a business plan and how to accurately calculate food costs.
- In partnership with the ICC Foundation, Inc., Career Pathways was awarded a **\$10,000** grant from **BancorpSouth**.

- Career Pathways partnered with The **Cedars/Traceway Retirement Community** to train new hires to become Certified Nursing Assistants (CNA). In total, ICC hosted four CNA classes, training **45** students.
- **\$469,542.36** Workforce Enhancement Training Funds
 - Total Workforce Class Hours – **23,261**
 - College Supported Class Hours – **17,053.5**
 - College Delivered Class Hours – **6,207.5**
- **338** FY21 workforce classes
 - **246** college-delivered
 - **92** college-supported
- **4** business projects
- **2,192** FY22 trainees in classes (duplicated head count)
 - College-Delivered Classes – **1,939** people trained.
 - College-Supported Classes – **253** people trained.
- **1,459** FY22 workforce trainees (unduplicated head count).
- **32** companies served through all projects.
- **16** maintenance skills assessments conducted for companies.
- **\$159,812.38** gross revenue from workforce training and services

Career Pathways

- **\$222,495** – Tuition and fees from Pathways and Public Workforce classes.
- **\$42,628** – Grant funding for Pathway programs
 - Number of Pathway students: **366**.
 - Number of students enrolled in Public Workforce training classes: **711**.
- Business Office Specialist (BOS): **14** enrolled, **9** completers (**64%** retention). T/F: **\$6,227**.
- Certified Nursing Assistant (CNA): **124** enrolled, **115** completers (**93%** retention). T/F: **\$66,294**.
- Commercial Truck Driving: **6** enrolled, **6** completers (**100%** retention). T/F: **\$16,200**.
- Electrician Assistant: **4** enrolled, **4** completers (**100%** retention). T/F: **\$3,960**.
- Emergency Medical Technician Basic: **39** enrolled, **22** completers (**56%** retention). T/F: **\$26,871**.
- Food Service Pathway: **28** enrolled, **17** completers (**60%** retention). Net Revenue generated: **\$5,444**.
- Human Resources (HR) Assistant: **7** enrolled, **7** completers (**100%** retention). T/F: **\$3,500**.
- Manufacturing Skills Basic Certification (MSBC) – Toyota: Create Your Future Internship: **14** enrolled, **13** completers (**93%** retention). T/F: **\$8,200**.
- Medical Administrative Assistant: **24** enrolled, **13** completers (**54%** retention). T/F: **\$11,700**.
- Pharmacy Technician: **34** enrolled, **25** completers (**74%** retention). T/F: **\$10,166**.
- Phlebotomy Technician: **43** enrolled, **40** completers (**93%** retention). T/F: **\$21,027**.
- Small Engine Repair Technician: **4** enrolled, **4** completers (**100%** retention). T/F: **\$1,476**.
- Introduction to Welding and Cutting: **25** enrolled, **19** completers (**76%** retention). T/F: **\$9,225**.
- Google IT Support Certificate: **8** enrolled, **4** completers (**50%** retention). T/F: **\$400**.

Public Workforce Classes

- EMR Refresher: **408** enrolled, **408** completers (**100%** retention). T/F: **\$16,320**.
- Enhanced Forklift Operator Training: **16** enrolled, **16** completers (**100%** retention). T/F: **\$975**.
- ServSafe® Certification Prep and Exam: **31** enrolled, **31** completers (**100%** retention). T/F: **\$4,350**.
- Healthcare Provider BLS: **256** enrolled, **256** completers (**100%** retention). T/F: **\$10,160**

Programs Funded by Grants

- Second Chance Foundation (**\$13,972**), **26** students served.
 - **9** Certified Nursing Assistant
 - **7** Medical Administrative Assistant
 - **3** Business Office Specialist
 - **4** Food Service Pathway
 - **3** Phlebotomy Technician
- BancorpSouth Grant (\$9,904), 20 students served.
 - **4** Medical Administrative Assistant
 - **8** Pharmacy Technician
 - **5** EMT Basic
 - **3** Phlebotomy Technician
- Toyota Mobility Grant (\$18,752), 32 students served.
 - **3** Medical Administrative Assistant
 - **8** Certified Nursing Assistant
 - **3** Business Office Specialist
 - **8** Introduction to Welding and Cutting
 - **4** HR Assistant
 - **4** Electrician Assistant
 - **2** Food Service Pathway
- NIST – MEP Grant
 - Funded by National Institute of Standards and Technology, the grant flows through the Mississippi Manufacturing Association, **\$100,000**.
- Workforce Enhancement Training Grants
 - Funded through WET funds, approved by Accelerate MS, **\$170,592**; used in Workforce to fund trainer salaries and **\$10,422.57** used in Workforce to fund an administrative salary.

Mississippi Manufacturer Association-Manufacturing Extension Partnership (MMA-MEP) Partnership Center

- A partner of MMA-MEP, ICC received the National Institute of Standards and Technology (NIST) grant money \$100,000 annually, for the operation of the MMA-MEP Center. Based on the last four MMA-MEP Mississippi quarterly survey reports, seven manufacturing companies had workforce training projects reported through the ICC MMA-MEP Center. The positive impact on business and industry is \$5.4M+ in cost savings, investment, and sales.

COMMUNICATIONS, COMMUNITY RELATIONS AND SPORTS INFORMATION – Tyler Camp, Chief of Staff and Special Assistant to the President

Awards from the College Public Relations Association

Grand Award	Print Media – ICC Orientation Book
First Place	News Story, Admissions and Recruitment Piece, Brochure, Single Piece of Artwork – Sports, TV News Story, Television Programs, Radio Spots, Radio Programs, Website, Social Media, Exhibits, Public Relations Innovation
Second Place	Sports News Story, Special Publications, Photograph, Sports Photo, Radio Programs, Digital Advertisement, Public Relations Innovation
Third Place	Feature Story, Sports Feature Story, Institutional Magazine – Annual Report, Sports Photo, Television Spots, Website – Sports Only, Webpage, Sports Promo Hype Videos

COMMUNICATIONS - Donna Thomas, Director

- Was instrumental in updating the College's Marketing and Communication Plan.
- Adviser for the student newspaper, the *Chieftain*, and supervises a nine-member staff, a significant increase in the three-member staff in 2021-2022.
- Serves as treasurer of the College Public Relations Association of Mississippi and member of the scholarship selection committee.
- Serves as secretary of the Itawamba Community College Alumni Association.
- Member of New Expectations for Women in Mississippi (NEWMS) as well as Fairy Godmother.

MARKETING AND COMMUNITY ENGAGEMENT - Nina Strother, Director

(C.J. Adams, Maggie Caldwell, Morgan Henry, Margaret Todd)

- **Customer Relationship Management (CRM) moves to Community Relations**

- Marketing and Community Engagement, with assistance from **Donna Thomas**, the director of Communications, has gained ownership of the College's CRM. **Margaret Hatcher-Todd** was employed to oversee all functions of the CRM.

Web Updates

- Community Relations continues to partner with Technology and Information Services (TIS) to assist with user experience, content creation and design of www.iccms.edu. Additional projects include revamping of several portions of the website to create a more navigable experience for prospective students. Microsites were created for the Schools of Academics and the Mississippi Association of Colleges Conference.

75th Academic Year of ICC Campaign

- **C.J. Adams, Maggie Caldwell, Morgan Henry, Nina Strother and Donna Thomas** collaborated on this campaign with Student Activities and the President's office. Components of the campaign included social media "Then and Now" posts utilizing photos from a collection provided by **Rubye Del Hardin**, commemorative banners, special events, television commercials and featured in the Alumni and Foundation magazine.

TimelyCare Launch

- **Maggie Caldwell, Nina Strother and Donna Thomas** created a multi-faceted campaign to launch TimelyCare MD to all of ICC's students and employees, which included the development of a week of events for Mental Health Awareness Week.

Social Media

- **10** sponsored Facebook and Instagram campaigns were posted, reaching **148,706** viewers and yielding **499,786** impressions.
- ItawambaCC Social Media following and engagement increases (*All analytics are measured from Feb. 23, 2022-March 9, 2023 unless otherwise noted.*)
 - Twitter followers have increased from **7,135** followers to **7,639**.
 - Facebook followers increased from **15,000** followers to **16,478**.
 - Instagram followers increased from **9,000** to **9,504**. Instagram stories average more than 500 viewers each with an engagement of **1,500** views per story.
 - The LinkedIn page followers increased from **7,418** to **8,228**.
 - The ItawambaCC YouTube page subscribers increased from **431** to **555**.
 - Tik Tok followers increased from **1,021** to **2,172**, which is more than double! Posts averaged more than **1,000** views each, and one video from Homecoming received more than **168,000** views. This is a HUGE success! Maggie Caldwell created three TikTok campaigns, which included "Lemonade Tasting," "A Day with Dr. Jay" and "TikTok Tuesday."
 - ICC's YouTube page drew **19,885** viewers with 604 hours of watch time and **125** new subscribers.

C.J. Adams

- Produced both orientation and safety videos.
- Selected to participate in ICC's Leadership Development Institute and graduated in January 2023.
- Won the College's most prestigious honor, Meritorious award, in May 2022.
- Served on the **Redlands Festival Committee** and the **City of Fulton Mayor's Special Project Task Force**.

Nina Strother

- Selected to participate in the Mississippi Community College Leadership Academy, a statewide community college system leadership development program and is scheduled to graduate in May 2023.
- Contributing board member for the **Itawamba F.I.R.S.T. Foundation** and planned the organization's largest fundraiser of the year, The Gatsby Gala, as well as designed all promotional materials. She also represents the College as a founding Board member for the **Itawamba County Main Street Association** and is a Board member for the **Fulton Business Development Committee**.
- Served on the **Redlands Festival Committee** and the **City of Fulton Mayor's Special Project Task Force**.

SPORTS INFORMATION AND MEDIA RELATIONS - Adam Gore, Director***(Lee Adams, Raphael Henry)***

- LetsGoICC.com had **4.2** million hits
- LetsGoICCTV.com drew **269,000** views with **53,000** hours watched.
- LetsGoICCTV YouTube page drew **49,000** views with **3,400** hours of watch time and **136** new subscribers.
- LetsGoICC Twitter drew **51** million impressions with **1,618** new followers

Adam Gore

- 2023 graduate of the Itawamba Community College Leadership Development Institute.
- Served as a presenter at the MACCC Conference.

Raphael Henry, Video Operations Coordinator

- Served as a speaker for the Itawamba Community College Wesley Foundation.
- Served Thanksgiving and Christmas meals to members of the community who were in need (church project).

ENROLLMENT SERVICES – Michael Holloway, Director; Tyler Camp, Chief of Staff and Special Assistant to the President

Campus/Location Visits

- Individual Tours for 2023, an increase of 56 students.
 - In Fall 2021, August-December – 231 individual tours
 - In Fall 2022, August-December – 133 individual tours
- Individual tour numbers for 2023 compared to January-March 2022, an increase of 23 tours.
 - 2022 – 133 individual tours, January-March
 - 2023 – 156 individual tours, January-March

	2022	2023	+ or -	% change
January	42	46	4	9%
	Fulton – 35	Fulton – 35		
	Tupelo – 3	Tupelo – 8		
	Belden – 4	Belden – 3		
February	44	39	-5	-11%
	Fulton – 40	Fulton – 35		
	Tupelo – 3	Tupelo – 3		
	Belden – 1	Belden – 1		
March	47	71	24	51%
	Fulton – 38	Fulton – 55		
	Tupelo – 7	Tupelo – 11		
	Belden – 2	Belden – 5		

Group Tours

- Fall 21 to Fall 22 and Spring 22 to Spring 23 group tour numbers comparison:

Fall 2021	Fall 2022
684 students from group tours	965 students from group tours
Spring 2022	Spring 2023
583 students from group tours	828 students from group tours

High schools visited by ICC Recruiters

In-District	
Fall 2022	Spring 2023 (as of 5/1)
35	55
Alabama	
Fall 2022	Spring 2023 (as of 5/1)
12	16

Orientations

Orientation Registration Count as of March 22, 2023.

Communication efforts have positively impacted Orientation registration numbers. By comparison, online registration as of the same date for the last four years includes:

2020*	2021*	2022	2023
404	537	660	899

*Impacted by COVID-19. Switched to online orientation.

2023 Orientation Session

Added an extra session for a total of 15 this year as well as the total number of orientation slots available to prospective students in anticipation of enrollment growth.

Recruitment Events

(Fall Preview Day, Emerging Scholars, Code Blue and Red, Spring Preview Day, Legal Studies Immersion Day)

Fall 2022	Spring 2023 (as of 4.1)
98	677

Fall Preview Day – October 27	67	Fulton
Emerging Scholars – November 10	31	Fulton
Code Blue and Red – February 10	31	Tupelo
Spring Preview Day – March 24	600	Fulton
Legal Studies Immersion Day – April 14	40	Fulton

HUMAN RESOURCES AND ADMINISTRATION – Tim Senter, Vice President

The Division of Human Resources and Administration has effectively managed budgets, personnel, projects and safety guidelines for the previous year as shown in the following departmental accomplishments.

- Created additional procedures for the College to clarify and document various processes in supplementation of Board Policy.
- In collaboration with the TIS Department, redesigned the process for which applicants submit their information for employment to an exclusively online format.
- In collaboration with the TIS Department, redesigned the applicant screening and evaluation process for hiring committees, transitioning the process to an all-online format, creating more accessibility, efficiency and a streamlined process.
- Conducted **71** new hire orientations and **61** exit interviews.
- Continued to create, recommend, advise and implement guidelines for COVID-19 testing, tracking and tracing, including serving as the primary office for all employees to report COVID-19 related matters.

- Oversaw College personnel budgets as a whole, experiencing a **6.5%** savings in budget versus actual expenses.

Physical Plant – John Wayne Harris, Director

- Physical Plant staff completed **2,518** employee-requested work orders and **2,572** scheduled preventative maintenance work orders for a total of **5,090** work orders.
- Opened Magnolia Hall, a **246**-bed student residence with a construction cost of **\$17.4** million.
- Managed multiple construction projects on the Fulton and Tupelo campuses and Belden Center. These projects included HVAC renovations, structural repair, audio visual upgrades, faculty housing renovation and the creation of academic classroom and lab space. These projects have an estimated expense of **\$7.5** million.

Print Shop – John Bowen, Manager

- Served multiple departments at all locations in printing requested material of exams, flyers, forms, posters, brochures, books, etc., amounting to more than **1 million** copies.
- Screen printed over **10,000** garments for various clubs, sports teams, special events for the College.
- Upgraded current technology to provide a more accurate color reproduction with designs from the Community Relations Department.

Transportation – Kevin Turner, Director

- Successfully bid a Fleet Management Program, partnering with Enterprise to help enhance the transportation services.
- Purchased a new **55**-passenger motor coach for the transportation of student-athletes.
- Fiscal Year 2022, the Transportation Department conserved approximately **82.5%** of its non-personnel budget.
- Maintained over **80** vehicles.

INSTRUCTIONAL SERVICES – Dr. Michelle Sumerel, Vice President

- Fulton's FASA held an auction to help fund a student scholarship in Fall 2022.

Academic Division, Business Administration – Dr. Edana Nail, Chair

- The Business Administration division has implemented “The Launchpad” within the School of Business. It is a facility housing state-of-the-art technology, student research stations, collaboration space and event-supporting capabilities to better support the educational and collegiate experiences of the students within the School of Business and ICC.
- The Business Administration division has developed new methods for internal recruitment and sustainability. The Launchpad is an implementation aimed at boosting the division's recruiting efforts by showcasing the correlation to university counterparts and enhancing the student experience, as well as increasing accessibility to real-world information and high-tech resources to complement student academic education. The division has also developed a career track to A.A. degree attainment in Business Administration in an effort to fill a gap in retention and graduation rates among business majors, while making the transition into the workforce more obtainable and efficient.
- The Business Administration division is strengthening relationships and partnerships with the community and local employers through its A.A. career track by establishing internship opportunities with local employers that provide students with workforce experience, disposable income and educational credits toward their degree, all while providing a much-needed resource to the struggling local labor market.
- In efforts to fill a gap in student supportive services and retention within the division, the Business Administration division now offers peer tutoring in high-demand courses. Students serving as peer tutors receive compensation and course credit.
- Advising within the Business Administration division is targeted toward appropriate student placement in either the university or career track to foster student success and post ICC preparation.

Academic Division, Communications – Anna Britt-Begnaud, Chair

- **Jenny Bowers**
 - Named Literature Department chair.
 - Updated British Literature II course.
 - PTK Contact Adviser.
 - Faculty and Staff Association (Tupelo/Belden) President.
- **Anna Britt-Begnaud**
 - Co-created ENG 1114.
 - Piloted ENG 1114 to career education students through eLearning.
 - Piloted ENG 1114 with ACCESS program students.
 - Collected and proofed nominees for the Student Awards of Distinction.
 - Supported eight dual-credit English instructors.

- SKD adviser.
- PTK All-Mississippi Scholarship nominator for the Fulton and Tupelo campuses.
- Judged ICC Creative Writing Competition nonfiction submissions.
- Proctored and scored Science Olympiad Write It, Do It event.
- Judged Mississippi Honors Conference Humanities Community College Oral Presentations.
- Faculty and Staff Association President (Fulton Campus).
- **Ashley Craig**
 - Mississippi Humanities Grant recipient.
 - Peer reviewed an article for Clio: A Journal of History, Literature, and the Philosophy of History.
 - Named Composition Department chair.
 - Organized Faculty Talent Show and Poetry Slam with Sigma Kappa Delta
- **Amber King**
 - Served as Project Director for 2022-2023 Mississippi Humanities Grant: Reflecting Mississippi (Finding Yourself in Mississippi's Reflection).
 - Organized a series of lectures + Humanities Showcase.
 - Presented at Transitioning to College Writing 2022 (The Research Matrix: Teaching Research to Less Experienced Writers).
 - Presented at TYCA-SE 2023 (Everything Everywhere All at Once: Learning to Write Through Research).
 - Led Professional Development Session 2023 (Everything Everywhere All at Once: Learning to Write Through Research).
 - Facilitated ICC's Creative Writing Competition (2022 and 2023).
- **Keith Morris**
 - Calliope poetry editor.
 - SKD Poetry Judge.
 - MCCCWA Poetry Judge for ICC.
 - Film Club Adviser.
 - Sigma Kappa Delta adviser.
 - Created PowerPoint for English Roundtable.
 - Poetry Workshop facilitator with Amber King and Dr. Ashley Craig for their Mississippi Humanities Grant project.
 - Gumtree Wine and Arts Festival Songwriter Competition finalist.
 - Published in Defunkt Magazine.
 - Published in Kairos Literary Magazine.
- **Donna Thomas**
 - Serves as secretary of the Itawamba Community College Alumni Association.
 - Services as treasurer and member of the scholarship selection committee for the College Public Relations Association of Mississippi.

- Member of the College Council and Commencement committee.
- Serves as the faculty sponsor for the *Chieftain*, supervises a staff of nine and publishes six online broadsheet editions as well as a summer issue.
- Member of the Public Relations Association of Mississippi – Northeast Mississippi chapter.
- Member of New Expectations for Women in Mississippi (NEWMS) as well as a Fairy Godmother.

Academic Division, Computer Science – Bradley Howard, Chair

- **Bradley Howard** offered an online “Intro to STEM Professions” professional development session to local STEM teachers, counselors and career coaches. The goal of this PD was to showcase ICC’s academic and career education STEM offerings so area educators could better inform students on what the College offers. The course was created by Bradley Howard, Dr. Jada Mills and Heather McCormick.
- **Bradley Howard** offered an “Excel @ Excel” online PD session to ICC faculty and staff to improve Excel skills.

Academic Division, Mathematics – Heather McCormick, Chair

- The Mathematics Division uses iPads, digital notes and/or videos to enhance students' understanding. Programs, which are utilized to create notes for their students, include Desmos, Noteability, PowerPoint, Google Docs and Doceri. These notes enable students to focus on the learning of concepts and the mastery of problems instead of fretting over copying long and exhaustive mathematics problems. In addition, Google Docs, Desmos, Doceri, PowerPoint and Noteability are integrated into the classroom delivery of instruction.
- Collaborated with **Paige Kennedy** (and TIS) to develop a technology plan for when iPads are no longer useable.
- Hosted weekly study sessions for students in College Algebra, Trigonometry, Calculus I, Calculus II and Business Calculus I.
- Created an entrance exam for incoming students who place in Calculus I by their ACT math subscore. This purpose of this exam is to ensure that students know the mathematics they need to be successful in Calculus I.
- Added a robust lab component to online sections of MAT 1754 and MAT 1314 to assist students in developing both good note-taking and time-management habits to improve retention. Video conferencing software is also used for exam review sessions and to make instructors more accessible to online students throughout the semester.
- Served as judges for the Mississippi Honors Conference and as proctors for the Mississippi Science Olympiad. In addition, instructors volunteer in their communities at organizations such as Meals on Wheels or at their churches.
- Implemented the use of the calculator in MAT 0124 after the first test to enhance student success. Instructors updated materials and tests to accommodate this new policy.
- Developed suggested curriculum guides for engineering, mathematics and education majors.
- Piloted Quantitative Reasoning as an alternative to College Algebra. **Bridgett Cash** and **Shelley Miller** created the syllabus and chose the text. **Bridgett Cash** piloted the course in the fall. This spring, 13 sections of

this new course are offered. As with any new course, instructors have diligently worked to develop notes, PowerPoints, worksheets, activities and homework assignments that promote student success.

- **Bridgett Cash** implemented a new edition of the ebook for traditional sections of MAT 1723 and 1733, which includes updating resources and notes to enhance student success.
- **Rob Francis** used Quizlet in Quantitative Reasoning to allow students to be interactive in the learning environment via their cellphones.
- **Chris Cox**
 - Presented at Tupelo High School during the College Fair and spoke to incoming students during orientation about the School of Education.
 - Placed education students in local classrooms within ICC's five-county district and developed a plan to help students meet requirements to be assistant teachers in schools while finishing their education degree. He worked with superintendents of local school districts to develop a plan for reaching current assistants and provide placements for future assistants.
- **Heather McCormick**
 - Mentored the Mathematics tutor to ensure quality in her instruction, both in the classroom and in her tutoring last fall.
 - Worked with Student Support to provide a weekly training session for Supplemental Instruction Leaders.
 - Created notes and recorded videos to update the online MAT 1733 sections.

Academic Division, Natural Science – Dr. Jada Mills, Chair

- **Michelle Milner**
 - Collaborated with Mississippi State University STEM researchers on the SMILE (Shaping Minds to Inspire Lead and Explore) Grant program to remove language barriers for ELL using technology and incorporate more enrichment activities to build competence and reinforce information learned in the natural sciences.
 - Developed assessment framework for medical terminology for health professional's media and article portfolios.
 - Revised labs and ancillary activities for survey of Anatomy and Physiology.
 - Redesigned lecture materials in survey of Anatomy and Physiology course instruction to focus on teaching students how to learn using principles taught in workshop and book by Dr. Saundra Yancy McGuire.
- **Brady Garrett**
 - Member of Mississippi Association of Physicists
 - Served as a textbook reviewer for Pearson's General, Organic, and Biological Chemistry textbook.
 - Performed science demonstrations for elementary and middle school classes in our region.
 - Implemented hybrid physical science courses with online lab activities.

- **Beth Campbell** and **Dr. Jada Mills**
 - Revised General Biology I lab manual.
- **Beth Campbell** and **Lindsey Patterson**
 - Revised Anatomy and Physiology I and II lab manuals.
- Natural Science Division hosted the Mississippi Science Olympiad North Regional, February 10, 2023. The following instructors served as Event Supervisors: **Beth Campbell** – Experimental Design; **Jason Campbell** – Forestry; **Brady Garrett** – Bridge and Flight; **Michelle Milner** – Dynamic Planet; **Lindsey Patterson** – A&P; **Denise Rakestraw** – Experimental Design; **Dr. Chad Roberson** – Bridge, Flight and Astronomy
- **Dr. Jada Mills** was named Mississippi Science Olympiad North Regional Director
- **Denise Rakestraw**
 - Taught a section of BIO 2924 Microbiology for first-year Associate Degree Nursing students to accommodate day class schedules and clinicals.
 - Participated in the Itawamba Community College Associate Degree Nursing Advisory Council Meeting (December 2022).
- **Jason Campbell** presented ocean animals to ICC Early Childhood Learning classes.

Academic Division, Social Science – Lynn Millender, Chair

- **Judith Griffie** – ICC’s Humanities Teacher of the Year 2023; Presented: “What Are You Saying to Yourself? Exploring Self-talk and Its Impact on Personal Functioning” on January 31, 2023
- **Lynn Millender** – ICC’s William Winter Scholar 2023
- **Megan Eidt** – Political Science Club sponsor; Coordinated students as they led the annual ICC Constitution Day event and helped register over 250 ICC to vote.

Academic Division, School of STEM

- **Bradley Howard, Heather McCormick, Dr. Jada Mills** and **Jay Humphries** supervised a collaborative community service project between STEM Club, Phi Theta Kappa (Fulton) and Honors College on a project with Itawamba Crossroads Ranch. ICC’s students designed a nine-hole mini golf course meeting ADA requirements. Students worked with ICC faculty to create appropriate schematics.
- STEM Club had its first meeting in September 2022. The club has had seven meetings with the following speakers: **Brian May** (Computer Programmer, published author and award-winning speaker); Americorps NCCC; **Dr. Wahnee Sherman** (Executive Director of the Mississippi Rural Physicians Scholarship Program and Executive Director of the Mississippi Rural Dentists Scholarship Program at UMC); Mississippi State University representatives; Ole Miss representatives; and a STEM Panel (featuring former ICC instructor and Computer Programmer **Gayle Hillhouse** and Pharmacist **Brandi Kent**).
- STEM Club celebrated STEM Week (February 6-10) with promotional ICC STEM “stress” light bulbs and events for each day of the week. The week concluded with the Mississippi Science Olympiad under the supervision of **Dr. Jada Mills** (Natural Science). **Doris McCreary** helped judge for one of the MSO events.

- **Heather McCormick, Dr. Jada Mills and Bradley Howard** collaborated with Dean **Chris Stevenson** to develop a STEM Advisory Committee to better connect with local industry.
- **Heather McCormick, Dr. Jada Mills and Bradley Howard** collaborated with Dean **Chris Stevenson** to create a new STEM Lounge for students.
- **Bradley Howard, Heather McCormick and Dr. Jada Mills** offered ICC's first sections of the Introduction to STEM Professions academic course. This course highlights all STEM programs/degrees (academic and career education) at ICC. Survey results from students for the course were very positive.
- **Doris McCreary and Bradley Howard** attended a three-day workshop, Ole Miss Forge Experience, in Oxford, which focused on connecting colleges to area industries.
- **Dr. Michelle Sumerel and Bradley Howard** attended an ATE Conference trip in Washington, DC in October 2022, as part of ICC's current MentorLinks grant.
- **Doris McCreary** attended the Creating Futures Through Technology Conference (March 2023)
- **Bradley Howard** won the ICC Meritorious Award for Excellence in Teaching for 2022.
- **Bradley Howard and Doris McCreary** created a CSC 1113 ACCESS course under the new ACCESS program at ICC and also created a new lab manual for to supplement the course.
- **Bradley Howard and Doris McCreary** updated all CSC lab manuals.
- **Bradley Howard** offered a Community College Innovation Challenge Q&A meeting with STEM students. ICC will submit an entry in March 2023.

STEM Grants

- Dr. Michelle Sumerel, Bradley Howard, Dr. Jada Mills and Heather McCormick are currently working under a \$20,000 MentorLinks grant from the American Association of Community Colleges to promote STEM education with the creation of a STEM Club, Introduction to STEM Professions course and STEM Week at ICC
- Bradley Howard and Jon Armstrong are currently working on writing an ATE grant under the National Science Foundation for Women in STEM.

eLearning Instruction – Denise Gillespie, Dean

- Developed a partnership with the Mississippi State Department of Health to create an 18-hour Community Health Worker certificate program. Participants are employed by MSDH while earning this certificate. In addition, a partnership was developed with Delta Health Alliance to also utilize the certificate program. The **18** hours were chosen by the industry from the current Public Health Technology program. Student cohorts from each organization began class in Spring 2023.
- Added a robust lab component to online MAT 1754 and MAT 1314 classes, which are created for non-college-ready students. This lab component assists students in developing both good note-taking and time-management habits to improve retention. Video conferencing software is also used for exam review sessions and to make instructors more accessible to online students throughout the semester.
- **Jill Coker**

- Volunteered for Homes of Hope, a house construction project in San Antonio del Mar, Mexico, June 2022.
 - Helped implement a new tool (PitchVantage) which allows students to practice speeches with a virtual audience, and instructors were trained to utilize this tool beginning Fall 2022. PitchVantage is used in both traditional and online Public Speaking classes and gives a virtual simulation of an audience with AI feedback to help students improve their speeches before submitting for a grade.
- **Dr. Laura Pannell** serves as Vice President for Friends of North Mississippi State Hospital, President of the Mississippi Gerontological Society and has an appointment to the Mississippi Alzheimer's Planning Council. Cadets at the North Mississippi Law Enforcement Academy completed a four-hour Elderly and Vulnerable Adult Law class with **Dr. Pannell** in Fall 2022.
- **Cassie Alexander**
 - Participated in the Mississippi Public Health Association conference as an exhibitor. Industry and community-based partnerships were strengthened including universities across the state, Community Health Worker Association of Mississippi and the Mississippi State Department of Health.
 - Invited by the Mississippi State Department of Health to serve on the Task Force for Community Health Worker training in Mississippi. From this partnership, a customized Community Health Worker certificate was developed and offered through the A.A.S. Public Health Technology program.
- **Tequila Sunrise** is serving as the secretary for the statewide eLearning group, MELA, for the 2022-2023 term. She is also a member of the Technology and RFP committee to review consortium purchases related to online technology.
- **Billy Carson** participated as an exhibitor promoting the Hospitality Management Technology program at the ProStart Invitational, which is a statewide competition for culinary and hospitality programs in K-12. He also served as a judge during the event.

Health Science Instruction – Tonya Vaughn, Dean

- Associate Degree Nursing, Practical Nursing (Summer 2022), Respiratory Care Technology*, Physical Therapy Assistant Technology, Surgical Technology and Occupational Therapy Assistant Technology programs had **100%** board exam pass rate for 2022.
- Other passage rates are:
 - PN – **91%** (December grads), HIT - **73%**; RGT - **93%**; EMS Paramedic - **86%**.
 - *RCT had **100%**, first time pass rate on the “high cut” exam. Best in state.
 - ADN, PN, OTA, PTA, RGT, RCT and SUT have **100%** placement for graduates for 2022. Other placement rates include: HIT - **91%**,
- DMS submitted self-study, awaiting review and scheduling of initial accreditation site visit.
- EMS reaccreditation site visit April 2023.
- OTA site visit Feb. 2023 awaiting letter of reaccreditation.
- ADN-PN Transfer Program implemented Fall 2022. Two students transferred from ADN to PN and are on track to graduate July 2023

- PTA program completed ICC Five-year Program Review
- **Alicia Thornton**, program director for Surgical Technology, was elected to serve as a Board Member for the Mississippi Association of Surgical Technologists to represent the state nationally.
 - Initiated/led statewide meeting of PTA program directors/ACCES/faculty in preparation for the upcoming MCCB's Review of the Mississippi Curriculum Framework for Mississippi PTA programs.
- **Mallory Pennington**, HIT program, was elected as a first-year delegate to MISHIMA (State Association)
- **Brandi Henley** was elected as APTA-Mississippi Northern District Nomination Chairperson
 - **Brandi Henley** served as a textbook reviewer for Clinical Kinesiology and Anatomy, 7th edition by Lynn S. Lippert
- ARPA grant funds were released, and equipment was purchased for LPN, ADN, SUT, PTA, DMS and RCT programs that include manikins; surgical instruments; AV simulation for ADN, SUT and RCT laboratories; trainer packages; phantoms; bedside pulse oximeters and high flow nasal cannulas. Marketing of the Health Science programs was also provided by this grant for billboards, social media ads, t-shirts, pens, bags and note pads for recruiting. The grant total awarded was **\$150,475** for expanding the healthcare workforce.
- The Associate Degree Nursing and Practical Nursing programs were awarded a **\$40,000** N.E.W. Beginnings – Nursing Education for Women grant. Selected students were awarded **\$800** stipends during the last semester in their programs. The targeted, need-based funding allowed students approaching graduation to be able to pay for expenses such as NCLEX review courses, licensing exams and gaps in other financial aid awards that could prevent them from program completion.

Institutional Research and Effectiveness, SACSCOC Liaison, QEP – Liz Edwards, Director

- **Liz Edwards** served as a peer evaluator and committee chair for SACSCOC Committees.
 - Assisted in the implementation of the strategic planning process and the implementation of the new strategic plan that will be effective for FY 2023-2027.
- **Diann Nichols** completed the SACSCOC IE Peer Evaluator training to qualify as a future committee member.
- **Diann Nichols** was elected to serve as MAIR Treasurer for 2022-2023.

Instructional Support Services – Nathan Ward, Director

- Efforts to add accountability and support for student-athletes and those enrolled in developmental courses has increased student engagement with staff, students and the physical college location. Increased, positive interactions with the College often lead students to persist at higher rates, according to Astin's Theory of Involvement.
- Implemented ACCESS Program – providing instructional support, intrusive advising and grade checks.
- Implemented new Athletic Academic Support Grade Checks and Study Hall.
- Supplemental Instruction for Quantitative Reasoning and all English Composition Courses.
- Embedded Supplemental Instruction inside of ENG 1114.
- Embedded Supplemental Instruction inside of ACCESS Program.

- Created new ManUp Initiative and Leadership Course.
- Creating New Academic Standing Recovery Program.
- Implemented Student Committee for Trading Post
- Added a professional tutor in Mathematics and Science.
- A&P Tutoring sessions – **204** tutoring appointments.
- Mathematics Tutoring Sessions – **178** tutoring appointments.
- Mathematics Tutoring – Implemented Math Monday for major tests, midterms and final exams
- Supplemental Instruction (English) Visits Total – Fall 2022 – **1,043** total visits from **423** students (not including ACCESS numbers for both the Fulton and Tupelo campuses).
- Woodward Hines ManUp Grant – two-year grant at **\$80,000** per year. Grant to be used for ManUp organization and hiring of ManUp Coordinator.
- TriState Educational Foundation Grant – **\$10,000** grant to be used toward ACCESS Program

- **Nathan Ward**
 - Involved in development of Schools of Academics and ACCESS Program and the adviser for all ACCESS students.
 - Completed MCCLA – Mississippi Community College Leadership Academy
 - Developed and implemented new grade check system for Athletic Academic Support.
 - Became Mental Health First Aid-certified.
 - Worked on creating Career Pathways for ACCESS students with STEM, Business and Health Science.
 - Attended Ignite, Bellwether and Mississippi Association of Colleges Conferences.
 - Developed (with Jon Armstrong) focus groups on equity with ICC students.
 - Created Academic Credit Recovery Program to be implemented in the fall.
 - Created Leadership course for ManUp Program (with Jon Armstrong).
 - Attending and presenting on panel at Mississippi Writing Center Association in March.
 - Woodward Hines ManUp Grant with Jon Armstrong – two-year grant at \$80,000 per year. Grant to be used for ManUp Organization and hiring of ManUp Coordinator
 - TriState Educational Foundation Grant with Jon Armstrong – \$10,000 grant to be used toward ACCESS Program.

- **Kimberley Poland**
 - Published “The Thermal Isomerization of Benzvalyne to Benzyne” in Physical Chemistry Chemical Physics May 2022.
 - Serve as the Professional Member on the National Executive Committee of Gamma Beta Phi Honor Society.
 - Held a total of 204 tutoring appointments Fall 2022.

- Requested and gained approval from the Instructional Technology Committee for the deep integration of Achieve Lab Simulations software for the implementation in General Chemistry I and II courses taught virtually (December 2022).
 - Worked with eLearning DLC/LMS Coordinator and MacMillan Publishing Representative on what was needed to establish a tool link inside of Canvas (December 2022)
 - Worked with Bookstore manager to set up instant access for students to have Achieve Lab Simulations software on Day 1 of their online course through RedShelf Course Materials instead of having to purchase in the bookstore or online a couple of weeks into the course (December 2022).
 - Trained Chemistry faculty on how to utilize the deep integration for the Achieve Lab Simulations software in their courses (March 2023).
- **Casey Lochridge**
 - Implemented Math Mondays – in preparation for major tests, midterm exams and final exams.
 - Trained SI Leaders for Quantitative Reasoning.
 - Published article titled “Weak-disorder limit for directed polymers on critical hierarchical graphs with vertex disorder,” which will contribute toward completion of Ph.D.
 - Judged community college oral presentations for STEM at the Mississippi Honors Conference.
 - Member of Faculty Association.
- **Jon Armstrong**
 - Restructured the ManUp program and secured a grant through Woodward Hines on Feb 28, 2023.
 - Wrote and presented a new program that included the first official ManUp class in 2022.
 - Helped coordinate the ManUp course and program with Darrian Wilson.
 - Secured an ACCESS grant through the TriState Educational Foundation. TriState has never given a grant to community colleges.
 - Out-of-district, Tishomingo Grant.
 - Grant to support ACCESS students: \$10,000: \$5,000 in scholarships and \$5,000 in funds.
 - Worked on NASA grant, ATE grant, Brown University grant,
 - Secured STEM Day at Itawamba Attendance Center.
 - Planned and coordinated the 2022 ICC English Roundtable Conference.
 - Helped with the Business Launchpad Initiative.
 - Created the first official Grant Approval Form at ICC.

STUDENT SERVICES – Dr. Brad Boggs, Vice President

- Broke ground on the new Softball/Tennis Complex.
- Worked with the Director of Physical Plant Operations to install new fencing and resurface the tennis courts.
- Worked with the Director of Physical Plant Operations, Dean of Students/AD and all coaches to renovate the weight/workout facility in our football fieldhouse. Renovations will provide a more comprehensive/inclusive workout area for all sports.
- ICC Cheer Team competed at the National UCA Cheer Competition in January 2022 and placed nationally in the Traditional Routine – first time ICC Cheer has competed nationally in several years.
- Adding a Head Cheer coaching position to better serve our Cheer Team and to help position them to be more competitive at nationals in the future (the college has never had a full-time position for Head Cheer Coach). This will also help the college better recruit potential cheerleaders.

Admissions and Registrar – Rachel Steele, Director

- The Admissions staff processed **12,529** admissions applications.
- Staff processed more than **7,744** online forms related to No-Shows, Excessive Absences, Student Initiated Drops, Change of Grade Requests or Readmission Requests.
- Staff processed **1,344** documents in Document Manager to verify students' residency and **3,492** documents for high school students' dual credit admission.
- Staff administered **104** ACT Residual Tests.
- No Admissions Findings resulting from MCCB Audits for 2022 (spring, summer or fall semesters).
- Certified **862** students as graduates for the 2022 Commencement ceremonies.
- Actively engaged as a voting member of the MCCB Enrollment Audit Advisory Committee.

Advising and Tupelo Campus – Mande Miller, Director

- **298** teachers registered for the fall professional development online “Leadership Secrets of Santa.”
- **495** registered for the spring professional development online “Autism Spectrum Disorder” with **94** on the waiting list for the summer session.
- For fall and spring **793** (**887** counting the ones already signed up for the summer) teachers statewide registered to take the online professional development courses.
- **Marcus Simmons**, Supportive Services Coordinator on the Tupelo Campus, serves **90** students.
- **Curt Sparks**, Supportive Services Coordinator on the Fulton Campus, serves **75** students.
- **Advising Center**
 - Advising Center collaborated with Instructional Services and Supplemental Instruction with the implementation of grade checks at the four-, eight- and 12-week mark during the fall and spring terms.

- **Will Bunch** and **Katerria Grice** met with all student-athletes who fell below a 'C' average to determine their needs. The student-athletes were encouraged to utilize the Instructional Support Center and Athletic Study Hall.
- Advising continually improves adviser-advisee relationships and increases registration numbers during the advising period. **85** percent of the students registered were advised by their adviser.
- Complete 2 Compete is a program that allows returning students to re-enroll and complete their degrees. ICC's C2C Coaches, **Bethany Bonner** and **Katerria Grice**, worked with **81** students to aid in the process of awarding approximately \$81,000 in C2C scholarship grants and some students receiving more than **\$1,000** due to their continual enrollment. The program is currently assisting **13** new admits for the upcoming summer and fall terms. In 2022, there were **35** C2C grant recipients who completed their AA or AAS degree.
- Due to the increased numbers of December high school graduates, advising collaborated with Recruiting and offered three winter orientation sessions. Approximately, **140** students attended.
- This year the Advising Center added three new advisers:
 - **Blake Buse** – Health Science Adviser.
 - **Katerria Grice** – Athletic Adviser and C2C.
 - **Bethany Bonner** – Belden Center Adviser and C2C.
- **Bethany Bonner** and **Blake Buse** attended **16** area CTE and Industry Partner Career Fairs. The advisers also collaborated with our ICC's Director of Career Education and Director of Recruitment to guide potential students on tours of the Belden Center and Tupelo Campus.
- The Advising Center is responsible for the eadviser email that serves current and potential students. Approximately, **1,000** emails were sent during the '22-'23 school year.
- More than **4,000** current and future students visited the Advising Center on the Tupelo and Fulton campuses.
- Collaborated with the Admissions office, TIS and Vice President of Instructional Services on the implantation of DegreeWorks.
- Professional Development Presentations
 - Back to the Basics
 - C2C/Financial Aid
 - Health Science Updates
 - Health Information Lunch and Learn
- Student Information Sessions
 - Health Science – Are You Ready?

Athletics and Dean of Students – Dr. Chad Case, Director

- The Athletic Department has gone paperless. ICC's administration has an electronic copy of all documents, and these files are stored in three different places.

- Athletic Department administration has implemented a more convenient and efficient system for coaches to share athletic recruiting information, which enables them to update and share information with administration when their schedule allows.
- Administration began updating contact information for athletic alumni. Yearbooks have been researched to locate and gather information about former athletes. Also, the department is calling several of these athletes find out more information about them and their teammates.
- The Athletic Department has welcomed a new administrative staff and several new coaches since the start of the 2022-2023 school year.
- Coca Cola has donated a new mini refrigerator and two new barrel coolers for events to the Athletic Department.
- In conjunction with the Physical Plant and Community Relations Department, new furniture was added to the Club Room of the Davis Event Center.
- The Athletic Department has made a few additional cosmetic changes to the Davis Event Center, including painting the chairs on the floor of the DEC, adding slipcovers with the ICC logo to those chairs and painting the locker room area.
- The Athletic Department hosted the Division 4A High School Basketball Tournament and the High School Basketball quarterfinals for divisions 1A, 3A and 5A as well as the MHSAA Middle School Basketball Tournament.
- Began discussions about football fieldhouse improvements.
- Men's Soccer advanced to the playoffs.
- Volleyball advanced to the playoffs.
- The Athletic Department has a total of **23** signs from sponsors totaling **\$23,000**. Their locations include Eaton Field, Cresap Field, the Davis Event Center, the softball field and the soccer field.
- Dedicated the court in the Davis Event Center to **Nanci Gray**, who was the ICC women's basketball coach for 13 years.
- Dedicated/renamed the Fitness Center – the **Carrie Ball-Williamson** Recreation Center.
- ICC's Baseball team and Men and Women's Basketball teams volunteered at Celebration Village.

Campus Police – Jason Dickinson, Chief

- Worked on new Standard Operation Policy (SOP).
- Cohosted Coffee with Cops with Student Activities to promote information to students.
- The Federal Law Enforcement Training Center conducted an Active Shooter training, December 13-16, 2022. Nineteen individuals from across Mississippi and surrounding states graduated from the course.
- Attended Sport and Special Event Risk Management Training, a FEMA event hosted by the National Emergency Response and Recovery Training Center.

Career Center – Carla Garrett, Coordinator

- The Career Center posted **45** job listings (as of March.)
- Résumés Proofed = **28** (classroom and individuals)
- Résumé Repair workshops.
- Mock Interviews = **14** individual.
- Career Testing and or Career Counseling referral appointments = **16**
- University/College Visits = Approximately **36** individual visits (Includes Ole Miss-Tupelo, Mississippi College, Jackson State University, Ole Miss-Oxford, Mississippi State University, University of North Alabama, Delta State University, Blue Mountain College, U.S. National Guard)
- Career Prep – College Life LLS 1152, incorporated résumé and cover letter development as part of learning objectives.
- Currently conducting demos for new career testing software to be implemented at the college for the upcoming 2023-24 school year.
- Special Events/Presentations
 - Visited the Belden Center (fall 2022) to assist career education students with résumé development (partnered with English Composition with lab courses – all career education students taking English Comp 1.)
 - Initiated “Career Spotlight” presentations to feature specific majors at ICC to provide curriculum and career information to students and specific to: Social Work, Business, Pre-Med and Veterinary Science – Vet Med and Vet Tech
 - College Transfer Fairs in Tupelo and Fulton (**20** universities/colleges participated in Fulton, and **13** participated in Tupelo)
 - Planning Graduate/Alumni Networking Event with Foundation/Alumni office for May (special honors graduates)
 - Indian Delegation-Tupelo (Choosing a Major and Career Development)
 - Indian Delegation-Fulton (Employability Skills and Interviewing Skills)
 - PTA Résumé/Employability Workshop (**10**)
 - OTA Résumé/Employability Workshop (**12**)
 - OTA Mock Interviews (**11**)
 - HIT Résumé/Employability Workshop (**7**)
 - Career Testing Tuesdays (February and March)
 - Career Services Website went live in Fall 2022.
 - Purchased subscription to “What Can I Do With this Major” for use by students and faculty advisers.

Financial Aid – Terry Bland, Director

- **Terry Bland**, Director of Financial Aid, served as President for Mississippi Association of Student Financial Aid Administrators (MASFAA) and as Northern Representative for the Veterans Affairs Administrators of Mississippi (VAAMS).
- **Mandy Walker**, Financial Aid Assistant – Veterans Affairs, served as Treasurer for the Veterans Affairs Administrators of Mississippi (VAAMS).
- With year-round Pell and the opening of the Free Application for Federal Student Aid (FAFSA) each year on October 1, we were processing multiple academic years at any given point: 2021-22, 2022-23 and 2023-24.
- The Financial Aid office processed FAFSAs:
 - **9,884** for 2020-21
 - **8,615** for 2021-22
 - **8,195** for 2022-23 academic year to date
- The Financial Aid office processed uploaded student documents:
 - **7,549** in calendar year 2021
 - **7,504** in calendar year 2022 to date
- The Financial Aid office processed scholarship applications:
 - **3,263** in academic year 2021-2022
 - **3,438** in academic year 2022-2023 to date
- The Financial Aid office awarded aid totaling:
 - **\$29,889,424.12** in 2020-2021
 - **\$34,271,304.79** in 2021-2022
 - **\$26,612,361.05** in 2022-2023 to date

Fitness Center – Michelle Pruitt, Coordinator

- April 2022 – Added three new part-time spin instructors, all of whom are full-time students, which added **six** more spin classes per week (while students are in), including a Beginner Spin class.
- May 2022 – Added accessory equipment to the Belden Fitness Center.
- September 2022 – Ordered six-week Self-Defense course.
- January 2023 – Ordered two more spin bikes; offered a New Year, New You promo for community members.
- March 2023 – Partnered with Student Activities to host ICC's third annual "Wellness Week" featuring various activities for students, which included our second Annual Field Day event.

Housing and Residence Life – Kaitlyn Stanfield, Director

- Housing purchased **30** collapsible wagons and **10** steel folding carts to assist with move-in.
- Purchased emergency LED flashlights for each hall to be used in the event of power outages.
- Added first-aid kits to each residence hall lobby.

- All housing personnel participated in Fourth Amendment Training with the City of Tupelo Police Chief to ensure all room search procedures were within the law.
- Housing worked with the Director of Physical Plant Operations and the Chief of Staff and Special Assistant to the President to update and create lobby and study space in each residence hall.
- Housing and TIS collaborated to move Housing Inventory Sheets and Emergency Cards to electronic forms.
- Sheffield Hall and Pontotoc Hall are scheduled for pressure washing for all exterior walls and walkways.
- **Sarah Roper** worked with Community Relations to update all signage throughout the residence halls.
- Housing worked with TIS to determine camera needs for both inside and outside of each residence hall.
- Construction of the new co-ed residence hall, Magnolia Hall, was completed.

Student Activities – Taylor Tutor, Director

- *Highlights*
 - Silent Disco – Student Activities initiated a new event at the Fulton Campus during spring 2022 with approximately **200** student participants. The second Silent Disco will be this spring during Indian Week.
 - Diamond Dance – We celebrated the college's 75th year with an interactive band, Style Entertainment, and **175** students participated in the formal dance.
 - Monster Mash – Housing and Student Activities partnered for a Halloween Costume Dance with **389** student participants. Housing and Student Activities will be hosting more events together in the future.
 - Meet the Indians – Student Activities revamped Meet the Indians and held one each semester for all sports. Approximately **100** students participated in Meet the Indians in the fall and approximately **50** in the Spring.

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Itawamba Community College

Strategic Initiatives and Institutional Goals

1. ENHANCE COLLEGE CLIMATE

Page 1

1a. Technology

Develop and implement a comprehensive technology plan to support students and employees.

1b. Facilities Improvement

Design and implement a facilities improvement schedule to address current and future facility needs.

1c. Recruiting, Retention and Persistence

Improve recruiting, retention and persistence of key constituents toward degree attainment.

1d. Collegiate Environment

Create a collegiate environment that is welcoming and safe and focused on administrative efficiency.

2. PROVIDE COMMUNITY IMPACT

Page 11

2a. Community Volunteerism

Offer community involvement and volunteerism opportunities to students and staff through curricular and cocurricular initiatives.

2. PROVIDE COMMUNITY IMPACT

Page 12

2b. Partnerships

Seek opportunities for new partnerships and strengthen existing community, workforce and educational partnerships.

3. DELIVER QUALITY INSTRUCTION

Page 15

3a. Instruction and Training

Develop and maintain innovative and industry-driven instruction and workforce training focused on employability of students in today's global market.

3b. Student-Centered Support Services

Offer student-centered institutional support services that encourage active and lifelong learning.

3c. Best Educational Practices

Promote best educational and pedagogical practices to facilitate student success and reduce achievement gaps.

3d. Advising and Mentoring

Devise comprehensive advising and mentoring processes to accelerate student achievement of educational and personal goals.

2023-2027 Strategic Plan

Mission

Strategic Initiatives

- 1 Enhance College Climate
- 2 Provide Community Impact
- 3 Deliver Quality Instruction

Institutional Goals

- 1a Develop and implement a comprehensive technology plan to support students and employees.
- 1b Design and implement a facilities improvement schedule to address current and future facility needs.
- 1c Improve recruiting, retention and persistence of key constituents toward degree attainment.
- 1d Create a collegiate environment that is welcoming and safe and focused on administrative efficiency.
- 2a Offer community involvement and volunteerism opportunities to students and staff through curricular and cocurricular initiatives.
- 2b Seek opportunities for new partnerships and strengthen existing community, workforce and educational partnerships.
- 3a Develop and maintain innovative and industry-driven instruction and workforce training focused on employability of students in today's global market.
- 3b Offer student-centered institutional support services that encourage active and lifelong learning.
- 3c Promote best educational and pedagogical practices to facilitate student success and reduce achievement gaps in learning.
- 3d Devise comprehensive advising and mentoring processes to accelerate student achievement of educational and personal goals.

1. ENHANCE COLLEGE CLIMATE

In Support of Attainment of Goals

Enhance an affordable environment that provides advanced technology, quality collegiate facilities, comprehensive administrative services and safe, attractive locations.

1a. Comprehensive Technology

Develop and implement a comprehensive technology plan to support students and employees.

Vice President of Business Services Division

- Travel Reimbursement form was updated and is accessible online to employees as an Excel file, saving time and resources for the Business office staff as well as the employee requesting reimbursement.
- After research and testing in Banner, it was determined that the bank reconciliation process in Banner is not efficient; therefore, TIS created an Argos report that allows the accounting staff to mark checks as cleared and generate an outstanding check list. This process is saving numerous hours for the accounting staff and making the reconciliation more accurate.

Vice President of Human Resources Division:

Print Shop

- Upgraded current technology to provide a more accurate color reproduction with designs from the Community Relations Department.

Vice President of Instructional Services Division:

Mathematics

- The Mathematics Division uses iPads, digital notes and/or videos to enhance students' understanding. Programs, which are utilized to create notes for their students, include Desmos, Noteability, PowerPoint, Google Docs and Doceri. These notes enable students to focus on the learning of concepts and the mastery of problems instead of fretting over copying long and exhaustive mathematics problems. In addition, Google Docs, Desmos, Doceri, PowerPoint and Noteability applications are integrated into the classroom delivery of instruction.

- The Mathematics Division is collaborating with **Paige Kennedy** for Instructional Technology support and TIS for a technology plan to implement for when the iPads are no longer useable.

Vice President of Student Services Division:

- Worked with TIS and the Coordinator of Housing and Residence Life to develop a plan to update all cameras inside and outside all residence halls.
- Worked with the Chief of Campus Police and TIS to install new cameras inside and outside of the Student Activities Center.

Admissions and Registrar

- Purchased DegreeWorks and partnered with TIS, Advising, Instructional Services and Career Education to begin the year-long implementation process.
- Added technology to the Tupelo Admissions office to give the ability to scan and electronically file admissions documents and student records.

Athletic Director

- The Athletic Department has gone paperless. ICC's administration has an electronic copy of all documents, and these files are stored in three different places.

Housing and Residence Life

- Moving toward an online inventory sheet with the help of TIS. Housing and TIS collaborated to move Housing Inventory Sheets and Emergency Cards to electronic forms.
- Housing worked with TIS to determine camera needs for inside and outside of each residence hall.

1b. Facilities Improvement

Design and implement a facilities improvement schedule to address current and future facility needs.

Vice President of Human Resources Division:

Physical Plant

- Physical Plant staff completed **2,518** employee-requested work orders and **2,572** scheduled preventative maintenance work orders for a total of **5,090** work orders.
- Managed multiple construction projects on the Fulton and Tupelo campuses and Belden Center. These projects included HVAC renovations, structural repair, audio visual upgrades, faculty housing renovation and the creation of academic classroom and lab space. These projects have an estimated expense of **\$7.5** million.

Vice President of Instructional Services Division:**Business**

- The Business Administration division has implemented “The Launchpad” within the School of Business. It is a facility housing state-of-the-art technology, student research stations, collaboration space and event-supporting capabilities to better support the educational and collegiate experiences of the students within the School of Business and ICC.

Mathematics

- The School of STEM is developing plans for a STEM lounge for students.

Vice President of Student Services Division:

- Worked with the Director of Physical Plant Operations and Coordinator of Student Activities to develop renovation plans for the Student Activities Center – the building will be renovated inside and outside beginning Summer 2023.

Athletic Director

- Began discussions about football fieldhouse improvements.
- In conjunction with the Physical Plant and Community Relations Department, new furniture was added to the Club Room of the Davis Event Center.
- The Athletic Department has made a few other additional cosmetic changes to the Davis Event Center (DEC), including painting the chairs on the floor of the DEC, adding slipcovers with the ICC logo to those chairs and painting the locker room area.
- Coca Cola donated a new mini refrigerator and two new barrel coolers for events to the Athletic Department.

Fitness Center

- Started the planning process for a new Belden Fitness Center location and discussed potential renovations.
- Reopened the old Tupelo Campus Fitness Center location for use by students and staff.

Housing and Residence Life

- Negotiated new washers and dryers in each residence hall at no cost to the College.
- HVAC improvements for Monroe Hall.
- Housing purchased 30 collapsible wagons and 10 steel folding carts to assist with move-in.
- Housing worked with the Director of Physical Plant Operations and the Chief of Staff and Special Assistant to the President to update and create lobby and study space in each residence hall.
- Sheffield Hall and Pontotoc Hall are scheduled for pressure washing for all exterior walls and walkways.

1c. Recruiting, Retention and Persistence

Improve recruiting, retention and persistence of key constituents toward degree attainment.

President's Office Division:

Alumni and Foundation

- **11** new scholarships established.
- Awarded **139** scholarships for Fall 2022 and Spring 2023 semesters with a value of \$154,052 in support for students.
- Provided **\$10,000** in support to the College from non-scholarship endowments.
- Provided additional support for scholarship winners.
- Provided seven adult learner scholarships.
 - **Five** endowed.
 - **Two** annual.

Vice President of Instructional Services Division:

Business

- The Business Administration division has developed new methods for internal recruitment and sustainability. The Launchpad is an implementation aimed at boosting the division's recruiting efforts by showcasing the correlation to university counterparts and enhancing the student experience, as well as increasing accessibility to real-world information and high-tech resources to complement student academic education.
- The division has also developed a career track to A.A. degree attainment in Business Administration in an effort to fill a gap in retention and graduation rates among business majors, while making the transition into the workforce more obtainable and efficient.

Health Sciences

- Developed a partnership with the Mississippi State Department of Health to create an 18-hour Community Health Worker certificate program. Participants are employed by MSDH while earning this certificate. In addition, a partnership was developed with Delta Health Alliance to also utilize the certificate program. The 18 hours were chosen by the industry from the current Public Health Technology program. Student cohorts from each organization began class in Spring 2023.
- **Denise Rakestraw** taught a section of BIO 2924 Microbiology for first-year Associate Degree Nursing students to accommodate day class schedules and clinicals.
- **Denise Rakestraw** participated in the Itawamba Community College Associate Degree Nursing Advisory Council Meeting (December 2022).

STEM/Computer Science/Mathematics/Natural Science

- **Doris McCreary** and **Bradley Howard** attended a three-day workshop, Ole Miss Forge Experience, in Oxford, which focused on connecting colleges to area industries.
- **Dr. Michelle Sumerel** and **Bradley Howard** attended an ATE Conference trip in Washington, DC in October 2022, as part of ICC's current MentorLinks grant.
- **Bradley Howard** and **Doris McCreary** created a CSC 1113 ACCESS course under the new ACCESS program at ICC and also created a new lab manual for to supplement the course.
- **Bradley Howard** and **Doris McCreary** updated all CSC lab manuals.
- **Bradley Howard** offered a Community College Innovation Challenge Q&A meeting with STEM students. ICC will submit an entry in March 2023.
- **Dr. Michelle Sumerel, Bradley Howard, Dr. Jada Mills** and **Heather McCormick** are currently working under a \$20,000 MentorLinks grant from the American Association of Community Colleges to promote STEM education with the creation of a STEM Club, Introduction to STEM Professions course and STEM Week at ICC.
- **Bradley Howard** and **Jon Armstrong** are currently working on writing an ATE grant under the National Science Foundation for Women in STEM.
- **Bradley Howard** offered an online "Intro to STEM Professions" professional development session to local STEM teachers, counselors and career coaches. The goal of this PD was to showcase ICC's academic and career education STEM offerings so area educators could better inform students on what the College offers. The course was created by **Bradley Howard, Dr. Jada Mills** and **Heather McCormick**.
- STEM Club had its first meeting in September 2022. The club has had seven meetings with the following speakers: Brian May (Computer Programmer, published author and award-winning speaker); Americorps NCCC; **Dr. Wahnee Sherman** (Executive Director of the Mississippi Rural Physicians Scholarship Program and Executive Director of the Mississippi Rural Dentists Scholarship Program at UMC); Mississippi State University representatives; Ole Miss representatives; and a STEM Panel (featuring former ICC instructor and Computer Programmer **Gayle Hillhouse** and Pharmacist **Brandi Kent**).
- **Heather McCormick, Dr. Jada Mills** and **Bradley Howard** collaborated with Dean **Chris Stevenson** to develop a STEM Advisory Committee to better connect with local industry.
- **Heather McCormick, Dr. Jada Mills** and **Bradley Howard** collaborated with Dean **Chris Stevenson** to create a new STEM Lounge for students.
- **Bradley Howard, Heather McCormick** and **Dr. Jada Mills** offered our ICC's first sections of the Introduction to STEM Professions academic course. This course highlights all STEM programs/degrees (academic and technical career education) at ICC. Survey results from students for the course were very positive.
- As part of Fall Preview Day, the School of STEM hosted a presentation for students (and parents) interested in STEM at ICC. This presentation introduced students and parents to all that ICC offers regarding STEM,

including the new STEM Club, the new Introduction to STEM Professions class and various STEM majors/careers.

- The Mathematics Division hosts weekly study sessions for students in College Algebra, Trigonometry, Calculus I, Calculus II and Business Calculus I.
- The Mathematics Division created an entrance exam for incoming students who place in Calculus I by their ACT math subscore. This purpose of this exam is to ensure that students know the mathematics they need to be successful in Calculus I.
- The Mathematics Division added a robust lab component to online sections of MAT 1754 and MAT 1314 to assist students in developing both good notetaking and time-management habits to improve retention. Video conferencing software is also used for exam review sessions and to make instructors more accessible to online students throughout the semester.
- Natural Science Division hosted the Mississippi Science Olympiad North Regional, February 10, 2023. The following instructors served as Event Supervisors: **Beth Campbell** – Experimental Design; **Jason Campbell** – Forestry; **Brady Garrett** – Bridge and Flight; **Michelle Milner** – Dynamic Planet; **Lindsey Patterson** – A&P; **Denise Rakestraw** – Experimental Design; **Dr. Chad Roberson** – Bridge, Flight and Astronomy.
- **Dr. Jada Mills** was named Mississippi Science Olympiad North Regional Director.
- **Brady Garrett** performs science demonstrations for elementary and middle school classes in our region.
- **Brady Garrett** implemented hybrid physical science courses with online lab activities.
- **Jason Campbell** presented ocean animals to ICC Early Childhood Learning classes.

Vice President of Student Services Division:

- Worked with the Coordinator of Housing and Residence Life, Residence Hall Directors and Administrative Assistant to successfully open Magnolia Hall, fall 2022 – new residence hall that added **242** students to campus residence life.

Athletic Director

- Athletic Department administration has implemented a more convenient and efficient system for coaches to share athletic recruiting information, which enables them to update and share information with administration when their schedule allows.

Student Activities

- Since July 2018, Student Activities started an Instagram account to better reach the ICC student population. The @GetInvolvedICC account posts upcoming events/programs, intramural sports results, student spotlights and general announcements. As of March 2023, the accounts reached increased to **3,589** each week, and engagement is up **58%**. Social media presence can impact recruitment, retention, student engagement and provide easier access for administrative procedures.

1d. Collegiate Environment

Create a collegiate environment that is welcoming and safe and focused on administrative efficiency.

Vice President of Human Resources Division:

- Created additional procedures for the College to clarify and document various processes in supplementation of Board Policy.
- In collaboration with the TIS Department, redesigned the process for which applicants submit their information for employment to an exclusively online format.
- In collaboration with the TIS Department, redesigned the applicant screening and evaluation process for hiring committees, transitioning the process to an all-online format, creating more accessibility, efficiency and a streamlined process.
- Conducted **71** new hire orientations and 61 exit interviews.
- Continued to create, recommend, advise and implement guidelines for COVID-19 testing, tracking and tracing, including serving as the primary office for all employees to report COVID-19 related matters.
- Oversaw College personnel budgets as a whole, experiencing a **6.5%** savings in budget versus actual expenses.

Physical Plant

- Opened Magnolia Hall, a **246**-bed student residence with a construction cost of \$17.4 million.

Print Shop

- Served multiple departments at all locations in printing requested material of exams, flyers, forms, posters, brochures, books, etc., amounting to more than 1 million copies.
- Screen printed over **10,000** garments for various clubs, sports teams, special events for the College.

Transportation

- Successfully bid a Fleet Management Program, partnering with Enterprise to help enhance the transportation services.
- Purchased a new **55**-passenger motor coach for the transportation of student-athletes.
- Fiscal Year 2022, the Transportation Department conserved approximately **82.5%** of its non-personnel budget.
- Maintained over **80** vehicles.

Vice President of Business Services Division:

- The remodel of the Fulton Business office has significantly improved its efficiency.

Vice President of Instructional Services Division:

Mathematics

- The School of STEM hosted presentations at Orientation for STEM majors before they visited with their advisers. These presentations introduced students to STEM faculty and to all that ICC offers regarding STEM, including the new STEM Club, the new Introduction to STEM Professions class and various STEM majors/careers.
- **Chris Cox** spoke to incoming students during orientation about the School of Education.

Vice President of Student Services Division:

- Worked with the Chief of Campus Police and Community Relations to update all Emergency Procedures and our Emergency Procedures posters.
- Worked with the Chief of Campus Police and Community Relations to develop new safety training videos for students, faculty and staff.
- Purchased TimelyCare to offer free medical and mental health services for all currently-enrolled students and full-time faculty/staff.
- Worked with the Chief of Campus Police and TIS to implement an anonymous reporting platform for the college community.
- Successfully sent Everbridge emergency notifications to students and employee.
- Opened the safe shelters at all locations for severe weather.

Admissions and Registrar

- Utilized Argos Reports to certify candidates for graduation in a timely manner.
- Approximately **646** graduates completed an online Graduation Canvas Course which streamlined the cap and gown distribution/pick-up process.

Athletic Director

- The Athletic Department has welcomed a new administrative staff and several new coaches since the start of the 2022-2023 school year.

Campus Police

- Cohosted Coffee with Cops with Student Activities to promote information to students.
- All officers received training for the following:
 - COVID safety measures
 - Weapons recertifications
 - Active shooter
 - FBI Color of Law
 - Cultural diversity and sensitivity training
 - CPR training

- Taser and Taser Recertification
 - Defensive Driving Training Certification.
- Changed uniforms to be more visible at all college locations.
- Worked with local law enforcement agencies with training for emergency.
- Continued Everbridge training and cell phones were upgraded to implement new Everbridge safety features. Added an additional cell phone so both officers on duty at the Fulton Campus always have a cell phone.
- Updated Emergency Response Guide.

Financial Aid

- The Financial Aid office continually improves processes, an ongoing effort on a daily basis. A partnership with TIS to construct the document upload process within myTribe pre-pandemic provided the Financial Aid office with the ability to continue processing financial aid during COVID quarantine. A new Scholarship portal streamlined scholarship awarding efforts between all of the scholarship sponsors, the Financial Aid office and the Business office. Additionally, the office automated awarding of ACT scholarships based upon algorithms within Banner, began packaging loans using algorithms and packaging processes within Banner, worked with TIS to construct an upload process for State Aid which previously was manually entered in Banner, has built dozens of Argos reports to streamline the reviewing process at the end of each term and worked with Human Resources to move Federal Work-Study from manual timesheets into TimeClock Plus, etc.
- The Financial Aid office has requested a revamp of the website to include a Work-Study jobs site. In addition, the office has outlined an Appeals portal to streamline the appeals process. DegreeWorks will allow revisiting Satisfactory Academic Progress and hopefully move to a program level review of SAP versus the current cumulative review that causes so many students to have to appeal their financial aid status. The office will continue to review rules and algorithms within Banner to streamline processes as needed.
- Over the last five years, Financial Aid has continued to constantly automate and streamline processes. Two of its biggest successes were the “upload documents” function within myTribe which launched immediately prior to the pandemic and the scholarship portal which greatly streamlined the scholarship awarding process and communication with various scholarship sponsors. Financial aid continues to tweak these processes to maintain their viability and efficiency.

Housing and Residence Life

- Mini-manicures (themed) – Oct 17-20, 2022. Itawamba Hall – To bring about more awareness of Domestic Violence and Breast Cancer, the residents of Itawamba Hall could get a free DV ribbon, nail decals, nail polish changes and take selfies by the same themed backdrop with balloons. Polish colors available mimicked those associated with the National campaigns of Domestic Violence awareness and Breast Cancer awareness.
- Mental Health Nutrition Event – March 6, 2023. All Residence Hall Directors partnered with Community Relations to host an event regarding how eating and drinking affects overall mental health.

- Coping with Stress: The College Experience Mental Health Presentation – March 7, 2023. Magnolia Hall Director **Sarah Roper** partnered with **Amy Hester Thomas**, Psychiatric Nurse Practitioner at Healthy Life Solution, LLC, to host this Mental Health Week event in Room 303 of the W.O. Benjamin Fine Arts Center. Mrs. Thomas presented information about stress, healthy vs. unhealthy anxiety, coping habits and self-awareness. Brooks Grocery catered for the event, and students were given the opportunity to ask questions and speak to Ms. Thomas. This event was well attended, with over 50 residents.
- Silence Hides Violence (Domestic Violence Program) - October 17, 2022. All residence halls participated in hosting Sandra McIntosh-Blanch, MSW with S.A.F.E., Inc. Kelsey Dean, a domestic violence survivor, shared her survival story.
- Purchased emergency LED flashlights for each hall to be used in the event of power outages.
- Added first-aid kits to each residence hall lobby.
- All housing personnel participated in Fourth Amendment Training with the City of Tupelo Police Chief to ensure all room search procedures were within the law.

2. PROVIDE COMMUNITY IMPACT

In Support of Attainment of Goals

Promote a college culture that expands opportunities to increase community impact.

2a. Community Involvement and Volunteerism

Offer community involvement and volunteerism opportunities to students and staff through curricular and cocurricular initiatives.

Vice President of Instructional Services Division:

Computer Science

- **Bradley Howard, Heather McCormick, Dr. Jada Mills and Jay Humphries** supervised a collaborative community service project between STEM Club, Phi Theta Kappa (Fulton) and Honors College on a project with Itawamba Crossroads Ranch. ICC's students designed a nine-hole mini golf course meeting ADA requirements. Students worked with ICC faculty to create appropriate schematics.
- STEM Club celebrated STEM Week (February 6-10) with promotional ICC STEM "stress" light bulbs and events for each day of the week. The week concluded with the Mississippi Science Olympiad under the supervision of **Dr. Jada Mills** (Natural Science). **Doris McCreary** helped judge for one of the MSO events.
- **Bradley Howard and Jay Humphries** are PTK's Upsilon Sigma advisers. This year, the chapter focused on CCSmart (breaking the stigma of community college and showing the value of a community college education) for College Project.
- **Bradley Howard and Jay Humphries** are PTK's Upsilon Sigma advisers. This year, the Upsilon Sigma chapter focused on "Play" for their Honors in Action Project.

Mathematics

- The School of STEM partnered with Phi Theta Kappa and the Honors College to develop plans for a mini golf course for Crossroads Ranch.
- The Mathematics Division served as judges for the Mississippi Honors Conference and as proctors for the Mississippi Science Olympiad. In addition, instructors volunteer in their communities at organizations such as Meals on Wheels or at their churches.
- Chris Cox places education students in local classrooms within ICC's five-county district.

eLearning

- **Jill Coker** volunteered for Homes of Hope, a house construction project in San Antonio del Mar, Mexico, June 2022
- **Dr. Laura Pannell** serves as Vice President for Friends of North Mississippi State Hospital, President of the Mississippi Gerontological Society and has an appointment to the Mississippi Alzheimer's Planning Council. Cadets at the North Mississippi Law Enforcement Academy completed a four-hour Elderly and Vulnerable Adult Law class with **Dr. Pannell** in Fall 2022.
- **Tequila Sunrise** is serving as the Secretary for the statewide eLearning group, MELA, for the 2022-2023 term. She is also a member of the Technology and RFP committee to review consortium purchases related to online technology.
- **Billy Carson** participated as an exhibitor promoting the Hospitality Management Technology program at the ProStart Invitational, which is a statewide competition for culinary and hospitality programs in K-12. He also served as a judge during the event.

Vice President of Student Services Division:

Athletic Director

- ICC's Baseball team and Men and Women's Basketball teams volunteered at Celebration Village.

Housing and Residence Life

- **Kaitlyn Stanfield** oversees The Trading Post with Nathan Ward, a student-led food pantry.

2b. Partnerships

Seek opportunities for new partnerships and strengthen existing community, workforce and educational partnerships.

President's Office Division:

Alumni and Foundation

- Partner with local industries to garner financial support for programs that produce future employees for their businesses.
- Work to manage and receipt in-kind gifts from industry through the ICC Foundation, Inc.

Vice President of Career and Workforce Division:

Mississippi Manufacturers Association-Manufacturing Extension Partnership (MMA-MEP)

- A partner of MMA-MEP, ICC received the National Institute of Standards and Technology (NIST) grant money **\$100,000** annually for the operation of the MMA-MEP Center. Based on the last four MMA-MEP Mississippi quarterly survey reports, seven manufacturing companies had workforce training projects reported through the

ICC MMA-MEP Center. The positive impact on business and industry is **\$5.4M+** in cost savings, investment and sales.

Workforce Education

- Workforce Education collaborated with **Toyota** to create the Create Your Future Internship program by providing the Manufacturing Skills Basic Certificate (MSBC) program to area high school seniors exposing a younger generation to careers in advanced manufacturing. Upon completion of the ICC MSBC program, these students start job rotations at **Toyota Manufacturing Mississippi**. Since its inception, a total of **75** students from **six** schools completed the internship compared to **46** prior.
- Workforce Education partnered with Toyota to grow their own pipeline of skills technicians in the company through creating the Production-to-Skills (P2S) program. ICC provides a series of technical classes (450 hours+) to selected employees who have been identified by the company to be developed as an industrial maintenance technician. Since its inception, a total of 15 employees have completed the P2S program.
- Workforce Education collaborated with CREATE Spain Internship to offer Essential Skills Training (EST) program to high school students participating in an internship program. The EST program reinforces employability skills necessary to individuals entering the workforce. Upon completion of the ICC EST program, these students start their internships at participating businesses. Spain Foundation is the grant resource supporting Spain Internship, providing work experiences and exposure to various careers for 23 students from seven schools through 23 employers.
- Career Pathways added the Google IT Support Certificate program, a fully online option for students interested in the IT career field.
- Food Service Pathway added a Fundamentals of Restaurant start-up class as an option for program completers looking to open their own restaurant. The new program covers topics such as creating a business plan and how to accurately calculate food costs.
- In partnership with the ICC Foundation, Inc., Career Pathways was awarded a \$10,000 grant from BancorpSouth.
- Career Pathways partnered with The Cedars/Traceway Retirement Community to train new hires to become Certified Nursing Assistants (CNA). In total, ICC hosted four CNA classes, training 45 students.

Vice President of Instructional Services Division:

Business

- The Business Administration division is strengthening relationships and partnerships with the community and local employers through its A.A. career track by establishing internship opportunities with local employers that provide students with workforce experience, disposable income and educational credits toward their degree, all while providing a much-needed resource to the struggling local labor market.

Health Sciences

- Cassie Alexander participated in the Mississippi Public Health Association conference as an exhibitor. Industry and community-based partnerships were strengthened including universities across the state, Community Health Worker Association of Mississippi and the Mississippi State Department of Health.

Mathematics

- **Chris Cox** worked with superintendents of local school districts to develop a plan for reaching current assistants and provide placements for future assistants.
- The School of STEM has recruited an Advisory Committee. The purpose of this committee is to help promote the skills ICC's students will need in STEM fields and to keep the faculty informed of innovations within these fields. This committee will also explore possible opportunities for internships, co-ops and job shadowing.

Vice President of Student Services Division:

Athletic Director

- The Athletic Department hosted the Division 4A High School Basketball Tournament and the High School Basketball quarterfinals for divisions 1A, 3A and 5A as well as the MHSAA Middle School Basketball Tournament.

3. DELIVER QUALITY INSTRUCTION

In Support of Attainment of Goals

Deliver quality instruction, workforce training and support services that improve programs and student achievement.

3a. Instruction and Training

Develop and maintain innovative and industry-driven instruction and workforce training focused on employability of students in today's global market.

Vice President of Instructional Services Division:

Computer Science

- **Bradley Howard** offered an “Excel @ Excel” online PD session to ICC faculty and staff to improve Excel skills.
- Division Chairs at ICC, under the leadership of Dean **Chris Stevenson**, created an evaluation process for instructors to promote quality instruction.

Health Science Education

- **Cassie Alexander** was invited by the Mississippi State Department of Health to serve on the Task Force for Community Health Worker training in Mississippi. From this partnership, a customized Community Health Worker certificate was developed and offered through the A.A.S. Public Health Technology program.

Mathematics

- The School of STEM has developed an IT Management Curriculum, which provides an education in business and information systems and is designed improve the employability of ICC's students.
- The School of STEM developed the Introduction to STEM Professions course to provide information about careers available in STEM fields, as well as skills needed in those fields.
- The School of STEM named an Advisory Committee with its purpose to assist with the promotion of skills needed for STEM fields and to provide information and updates of innovations within these fields. The committee will explore opportunities for internships, co-ops and job shadowing.
- **Chris Cox** is developing a plan to help students meet requirements to be assistant teachers in schools while finishing their education degree.

3b. Support Services

Offer student-centered institutional support services that encourage active and lifelong learning.

Vice President of Instructional Services Division:

Business

- In efforts to fill a gap in student supportive services and retention within the division, the Business Administration division now offers peer tutoring in high-demand courses. Students serving as peer tutors receive compensation and course credit.

Mathematics

- **Heather McCormick** mentored the mathematics tutor to ensure quality in her instruction, both in the classroom and in her tutoring last fall; and provided a weekly training session for Supplemental Instruction Leaders.

Vice President of Student Services Division:

Career Counseling

- ICC students, who are undecided about their major, can make an appointment with a career adviser to discuss the process of choosing a major. Various career assessments are available to currently enrolled ICC students.
- Career Services offers a variety of career resources to assist students with career development and job search. Information is available on the Career Planning and Job Search links on the website.
- ICC faculty, staff and college organization sponsors can request career-related classroom presentations by contacting the Career Center. Some popular topics include Résumé Development, Employability Skills, Choosing a Major, Interviewing Skills and Dining Etiquette.
- Students leave their résumé in the Career Center, email it or make an in-depth résumé proofing appointment with ICC's career adviser, who will provide pointers for improving document.
- Students can make an appointment for assistance with employability skills or to schedule a 30-minute mock (practice) interview and critique session so they will be prepared for the job market.
- Offered throughout each semester, various career presentations and events allow students to gain valuable career information and meet with employers, ICC alumni and university recruiters.

Housing and Residence Life

- Financial Literacy – April 6, 2022. All residence halls participated in hosting Melanie Wilhite, the Regional Sales Manager of Trustmark, who discussed the basics of earning, spending and saving money.
- Drivers Education College Edition – September 28, 2022. All residence halls participated in this event. The Mississippi Highway Patrol discussed general safety and demonstrated a rollover simulation to educate students on the dangers of not following laws.

3c. Educational Practices

Promote best educational and pedagogical practices to facilitate student success and reduce achievement gaps in learning.

Vice President of Instructional Services Division:

Communications

- **Jill Coker** helped implement a new tool (PitchVantage) which allows students to practice speeches with a virtual audience, and instructors were trained to utilize this tool beginning Fall 2022. PitchVantage is used in both traditional and online Public Speaking classes and gives a virtual simulation of an audience with AI feedback to help students improve their speeches before submitting for a grade.
- **Melanie Francis, Nathan Ward, Anna Britt-Begnaud** created ENG 1114, a four-hour course with required tutoring support, and piloted it with career education through eLearning. **Dr. Ashley Craig, Nathan Ward, Jenny Bowers** and **Anna Britt-Begnaud** deployed ENG 1114 along with the CSC 1113 and LLS courses for the ACCESS program.

Computer Science

- **Doris McCreary** attended the Creating Futures Through Technology Conference (March 2023).
- **Bradley Howard** won the ICC Meritorious Award for Excellence in Teaching for 2022.

Mathematics

- Last fall, the Mathematics Division piloted Quantitative Reasoning as an alternative to College Algebra. **Bridgett Cash** and **Shelley Miller** created the syllabus and chose the text. Ms. Cash piloted the course in the fall. This spring 13 sections of this new course were offered. As with any new course, instructors have diligently worked to develop notes, PowerPoints, worksheets, activities and homework assignments that promote student success.
- The Mathematics Division added a robust lab component to online sections of MAT 1754 and MAT 1314. This lab component assists students in developing both good note-taking and time-management habits to improve retention. Video conferencing software is also used for exam review sessions and to make instructors more accessible to online students throughout the semester.
- The Mathematics Division implemented the use of the calculator in MAT 0124 after the first test to enhance student success. Instructors updated materials and tests to accommodate this new policy.
- **Heather McCormick** created notes and recorded videos to update the online MAT 1733 sections.
- **Bridgett Cash** implemented a new edition of the ebook for traditional sections of MAT 1723 and 1733, which includes updating resources and notes to enhance student success.

- **Rob Francis** used Quizlet in Quantitative Reasoning to allow students to be interactive in the learning environment via their cellphones.

Natural Sciences

- **Michelle Milner**
 - Collaborated with Mississippi State University STEM researchers on the SMILE (Shaping Minds to Inspire Lead and Explore) Grant program to remove language barriers for ELL using technology and incorporate more enrichment activities to build competence and reinforce information learned in the natural sciences
 - Developed assessment framework for medical terminology for health professional's media and article portfolios
 - Revised labs and ancillary activities for survey of Anatomy and Physiology and Redesigned lecture materials to focus on teaching students how to learn using principles taught in workshop and book by **Dr. Saundra Yancy McGuire**.
- **Brady Garrett**
 - Served as a textbook reviewer for Pearson's General, Organic, and Biological Chemistry textbook.
- **Beth Campbell** and **Dr. Jada Mills**
 - Revised General Biology I lab manual
- **Beth Campbell** and **Lindsey Patterson**
 - Revised Anatomy and Physiology I and II lab manuals

3d. Advising and Mentoring

Devise comprehensive advising and mentoring processes to accelerate student achievement of educational and personal goals.

Vice President of Instructional Services Division:

Business

- Advising within the Business Administration division is targeted toward appropriate student placement in either the university or career track to foster student success and post ICC preparation.
- **Bradley Howard** and **Emory Reinhard**, PTK Regional Officer for Upsilon Sigma, attended a PTK Regional Officer meeting in Jackson in May 2022.

Mathematics

- The Mathematics Division developed suggested curriculum guides for engineering, mathematics and education majors.

Vice President of Student Services Division:**Career Counseling**

- Students can now check each semester's course schedule for availability of the LLS 1321 Career Exploration course.